# Memorandum of Understanding Between the City of Everett And Everett Police Officers Association

## Lateral Police Officer Hiring Incentive Program

This Memorandum of Understanding entered into this \_\_\_\_ day of June 2017, by and between the City of Everett (City), and the Everett Police Officers Association (EPOA).

Whereas, the City has experienced and is experiencing a shortage of Police Officers in its Police Department; and

Whereas, the City desires to be competitive with other large police agencies in recruiting lateral Police Officers; and

Whereas, both the City and EPOA have a mutual desire to hire lateral Police Officers with experience in order to reduce the amount of time between the date of hire and when the Police Officer is an independent fully functional Police Officer,

NOW, THEREFORE, for and in consideration of the covenants and agreements contained herein, the City and EPOA agree as follows:

- 1. To offer a monetary incentive of \$15,000.00 to lateral hires who successfully complete their 4th anniversary as an Everett Police Officer.
- 2. To pay lateral hires \$5,000.00 upon Commissioning; \$5,000.00 upon successful transition to Phase 5 of field training, and \$5,000.00 upon successful completion of probation.
- 3. Upon voluntary separation or termination for misconduct as a Police Officer prior to the 4th anniversary of the officer's hire, the Officer will be required to repay a prorated amount of the incentive back to the City of Everett. The Repayment Schedule is attached.
- 4. Each lateral hire offered a monetary incentive shall be provided and sign a written document acknowledging the terms set out in paragraph 1 through 3 above.
- 5. This incentive will be effective for all experienced officers hired after June 7, 2017.

6. This Memorandum of Understanding shall become effective upon its signing and shall remain in full force and effect until December 31, 2018. Upon mutual agreement, the parties have the option to extend the Memorandum of Understanding through December 30, 2019.

In Witness Whereof, the parties have executed this Memorandum of Understanding as of the date first above written.

CITY OF EVERETT

**EVERETT POLICE OFFICERS ASSOCIATION** 

RAY STEPHANSON, Mayor

JAMES COLLER, PRESIDENT

ATTEST;

CITY CLERK

APPROVED AS TO FORM:

**CITY ATTORNEY** 

# Repayment Schedule

Payment	Repayment Timeframe	Repayment Amount	
\$5,000	Commissioning to < 6 months	\$5,000	
	6 months to < 12 months		
\$5,000	(1 year)	\$8,000	
	12 months to < 18 months		
\$5,000	(1.5 years)	\$10,000	
	18 months to < 24 months		
	(2 years)	\$8,000	
1	24 months to < 30 months		
	(2.5 years)	\$6,000	
	30 months to < 36 months		
	(3 years)	\$4,000	
	36 months to < 42 months		
	(3.5 years)	\$2,000	
	42 months to < 48 months	-	
	(4 years)	\$ 500	

# Everett Police Department Lateral Police Officer Hiring Incentive And Repayment Agreement

This Agreement made on this day of, 20 between and, a lateral hire Police Office	en the City of Everett (City) er.
Whereas, the City offers a hiring incentive to attract la experience; and	ateral Police Officers with
Whereas, acceptance of the hiring incentive is voluntary employment with the City of Everett; and	y and is not condition of
Whereas, I acknowledge that I been offered a position as a Po	lice Officer; and
Whereas, I acknowledge that I am qualified for the hiring Officers with experience; and	incentive for lateral Police
Whereas, I wish to accept the hiring incentive; it is therefore parties hereto, in consideration of the mutual promises herein an consideration, that:	e agreed by and between the ad other good and valuable
1. The City will pay me \$5000.00 upon Commissioning transition to Phase 5 of field training, and \$5,000 upon successful commissioning.	g; \$5000.00 upon successful mpletion of probation.
2. If I am terminated for misconduct or voluntary separates as a Police Officer prior to the 4th anniversary of my hire date, I prorated amount of the incentive back to the City of Everett. Tattached.	will be required to repay a
3. My final paycheck will be reduced by the final protermination for misconduct or voluntary separation occur and repayr paycheck is insufficient to cover the balance owed, I acknowledg payment of the remaining balance owed to the City.	ment is required. If the final
Name of Recipient:	
Signature of Recipient:	Date:

PROJECT TITLE:			
Memorandum of	Briefing	COUNCIL BILL #	
Understanding with the Everett	Proposed Action	Originating Department	Police
Police Officers Association for	Consent	Contact Person	Dan Templeman
a Lateral Police Officer Hiring	Action	Phone Number	425-257-8493
Incentive Program	First Reading	FOR AGENDA OF	May 31, 2017
	Second Reading		
	Third Reading		
<del></del>	Public Hearing		
	Budget Advisory	Initialed by:	
		Department Head	. (
		CAA	do
		Council President	X
			<del></del>

Location	Preceding Action	Attachments	Department(s) Approval
		MOU, Repayment	Human Resources, Police
		Schedule and Agreement	

Amount Budgeted	\$70,000.00	Account Number(s): Exp. 031-541-0000-XXX
Expenditure Required	-0-	
Budget Remaining	-0-	
Additional Required	-0-	

### **DETAILED SUMMARY STATEMENT:**

The City of Everett Police Department continues to experience a shortage of police officers and currently has 18 vacant officer positions. Lateral hire police officers are highly desirable due to the significantly reduced amount of time between their date of hire and when they are independent, fully functional police officers. While entry level officers require a minimum of one year to reach this milestone, lateral hire officers only take five to six months. Additionally, the department sees immediate benefits from the experience the lateral hire brings from his or her previous employment, which is paramount when losing experienced officers to retirement.

This program provides a monetary incentive of \$15,000.00 to lateral hires who successfully complete their 4<sup>th</sup> anniversary as an Everett Police Officer. With the approval of this program, the department hopes to hire seven lateral police officers before the end of 2017. This Memorandum of Understanding is for the period of June 1, 2017 through December 31, 2018, with the option to extend it an additional year upon mutual agreement.

### **RECOMMENDATION** (Exact action requested of Council):

Authorize the Mayor to sign the Memorandum of Understanding with the Everett Police Officers Association for a Lateral Police Officer Hiring Incentive Program, in the amount of \$70,000.00.

Council approval